

# SUSTAINABILITY REPORT

## 2023-24

Statutory Statement on CSR under section  
99 a of the Financial Statements Act



**Gabriel**

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Financial year: 01.10.2023 – 30.09.2024

For the sake of the environment, Gabriel's sustainability report is only available online and cannot be printed. Please see the annual report for 2023/2024 and [gabriel.dk](http://gabriel.dk) for further information about the Gabriel Group.

The sustainability report is a part of the management commentary and meets the statutory requirements for a statement on CSR set out in section 99 a of the Danish Financial Statements Act.



Amaze Loop – part of the Gabriel LOOP family. Amaze Loop is also pictured on the cover.

# Requirements and expectations for sustainable development

## Dear customer, shareholder, employee, business partner and other interested parties

Gabriel's mission states that Gabriel develops its services to be used in fields of application where product features, design and logistics have to meet invariable requirements, and where quality and environmental management must be documented.

To meet the sustainability requirements, new needs and expectations from customers and other stakeholders must continually be fulfilled. During the financial year, Gabriel focused in particular on the EU textile strategy, implementation of new regulatory requirements including the Corporate Sustainability Reporting Directive (CSRD), life cycle assessments (LCA), and circular economy. This is achieved by realising Gabriel's sustainability strategy, which specifies seven focus areas and associated strategic goals. The sustainability strategy is well implemented and the strategic goal achievement is satisfactory. The necessary internal resources and competences are adequate to maintain our position as market leader.

Many customers have received detailed environmental data and information in support of their LCA work. The process is implemented using Gabriel's own staff with in-depth knowledge of products and how these are produced. This ensures high-quality LCAs and active application of knowledge to improve the entire product life cycle. In the coming year, more LCA reports and externally verified environmental product declarations (EPD) will be available on the company's website and collaboration with customers and suppliers will be continued.

The transition to a circular economy requires major changes. This includes known efforts such as waste minimisation and recycling of materials but also many other aspects. Gabriel has contributed to a procurement guide that suggests considerations for the selection and use of upholstered furniture based on circular economy. It describes ways of minimising resource consumption by extending the lifetimes of

furniture through correct maintenance and, not least, it provides advice on choosing the best furniture fabric. Gabriel has and follows a policy of not destroying fabric and semi-finished goods that are discontinued from the company's collection. In addition, Gabriel uses raw materials of natural origin or recycled materials. The proportion of recycled polyester in the total polyester consumption increased from 26% in 2022/23 to 34% in 2023/24.

During the year, Gabriel launched six new fabrics containing fibres from recycled textile waste, from recycled plastic bottles or from wool, which Gabriel recommends as nature's best upholstery fabric material. Product sustainability properties are documented through the EU Ecolabel (82% of the global standard collection) and the OEKO-TEX® STANDARD 100 health label (100% of the global standard collection). Gabriel's products also meet Gabriel's extensive, strict quality and environmental requirements to ensure responsible use of chemicals and dyes, high quality and long lifetimes.

The extensive certifications of management systems according to the ISO 9001 and ISO 14001 management standards were retained during the year. For the fifth year in a row, Gabriel is CO<sub>2</sub>e-neutral for scope 1 and 2 according to the international Greenhouse Gas (GHG) Protocol. The Group's own production of solar energy, as well as in Gabriel's partly owned dyehouse, increased by 57% as a result of investments, totalling 1,287 MWh.

In 2024/25 focus will be on mapping indirect climate impacts along the supply chain (scope 3) and preparing an action plan for reducing climate impacts and achieving new strategic sustainability goals by 2030.

With this report, Gabriel wants to provide an overall description of relevant sustainability aspects from a current and a strategic perspective.

Happy reading!



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## Quality as the foundation

Gabriel produced its first woollen fabrics in 1851 and has specialised over the years in developing high-performance fabrics for customers and markets with invariable requirements for products and services. Later, FurnMaster and SampleMaster were added. The three business areas are based on the same corporate model and fundamental view of merging quality, function and aesthetics to create products with long life cycles.



SoftNext is OEKO-TEX® STANDARD 100 and EU Ecolabel certified.

### Gabriel Fabrics

Gabriel specialises in designing and producing fabrics with long lifetimes – both visually and functionally. Gabriel's fabrics are developed to express a modern but timeless design. The fabrics' visual expressions combine colours, techniques and tactility to create different solutions that enable the architect, customer or user to choose a solution that adds value in use for many years.

Gabriel's development process is targeted at ensuring and documenting that raw materials and components meet market requirements and expectations as well as Gabriel's own requirements for longevity etc. Product documentation is available at [gabriel.dk](http://gabriel.dk). Materials selection is governed by Gabriel's General Requirements, which specify quality and environmental requirements for materials and product performance. A long-standing focus on quality has resulted in an end-user claims rate of less than 0.02% (2023/24).

### FurnMaster

FurnMaster is a global original equipment manufacturer (OEM) of furniture solutions to market-leading furniture manufacturers. FurnMaster provides a wide range of furniture designs in partnership with the customer. Quality is key throughout the process from concept to furniture user, including documentation of product specifications, sourcing of materials and production.

It is important to gain a common understanding with the customer to achieve the desired functional and visual value and the right quality of the furniture design. With production and development facilities in Europe and North America, FurnMaster works closely with customers to find the right solutions and fulfil customer and market requests and needs.

### SampleMaster

SampleMaster develops and produces customer-specific sales and sample concepts – boxes, hangers, catalogues, colour cards, displays, brochures and other kinds of promotional materials. SampleMaster's products aim to enable the architect, customer or user to choose the right materials and in that way develop a product that meets requests and needs and lasts for years.

The decision-making tools support the individual customer's brand identity and aesthetics therefore play an important role. SampleMaster's products are not only functional but also aesthetic and designed for long lifespans. Standardisation of sizes and the use of modular solutions enable customers to adapt and update their decision-making tools. This ensures that the products remain relevant and useful over time as needs change.

### Certified quality and environmental management

Gabriel A/S has been certified according to the ISO 9001 management standard since 1991. Gabriel's focus on quality is therefore integrated and documented in the company's processes and products. As a manufacturer Gabriel's focus on quality remains closely connected to the environment. It was therefore natural for Gabriel to integrate certified environmental management processes in its management system when the ISO 14001 standard was introduced in 1996. The company has subsequently achieved more product and system certifications. Documenting quality standards and environmental conditions remains important and is today an integral part of products and processes.



FurnMaster – couch from Bolia.  
Fabric and samples from SampleMaster.

# About Gabriel Group

## Mission

Innovation and value-adding partnerships are fundamental values of Gabriel's mission statement. Gabriel is a niche company which, in the entire value chain from concept to furniture user, develops, manufactures and sells upholstery fabrics, components, upholstered surfaces and related products and services. Gabriel develops its services to be used in fields of application where product features, design and logistics have to meet invariable requirements, and where quality and environmental management must be documented.

## Vision

Gabriel is to be the preferred development partner and supplier to selected leading international manufacturers and major users of upholstered furniture, seats and upholstered surfaces.

Gabriel will achieve Blue Ocean status through an innovative business concept, patents, licences, exclusivity agreements or similar rights.

Gabriel will have the status of an attractive workplace and partner company for competent employees and companies.

## Strategy

Gabriel is growing with the largest market participants. Gabriel's growth is based on a global strategy of close development partnerships and trading relations with approximately 70 selected major leading customers.

Gabriel strives to win the largest possible share of the selected strategic customers' purchase of furniture fabrics, other components and services in the value chain. The FurnMaster Business Unit realises the commercial potential of the links of the value chain deriving from furniture fabrics, e.g. cutting, sewing and upholstering of furniture components.

## Business model

Gabriel's business model requires a process-oriented approach which has been implemented in the organisation over several years. The Group's core processes are carefully selected to ensure that the employees' expertise is always put to good use to create the value that customers request. Please see Gabriel's annual report for further information on the companies.

## Risk assessment

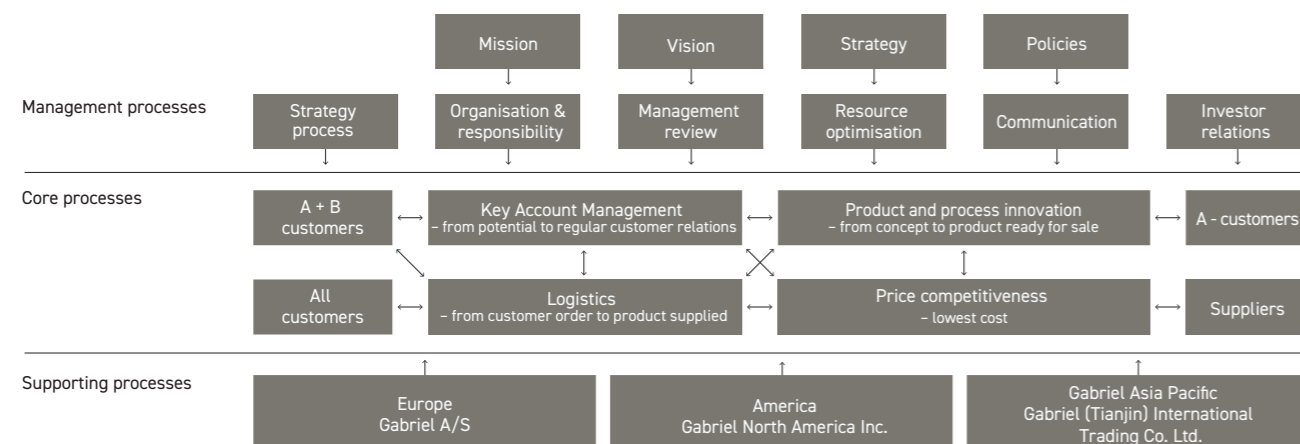
Gabriel ensures a structured approach to minimising environmental risks associated with its products and activities through its ISO 14001 environmental certification, ISO 9001 quality certification and extensive use of product labels such as the EU Ecolabel and OEKO-TEX® STANDARD 100.

Health, safety at work and employee satisfaction have always been priorities and Gabriel focuses on risks related to the work environment and safety. Gabriel is aware of risk factors such as workplace accidents, skills shortage and health and safety-related risks in the products provided. Gabriel uses certified management systems and relies on its Code of Conduct and sustainability policies to systematically reduce risks.

Gabriel's sustainability policy aims to prevent environmental accidents and ensure that its products are free from harmful substances.

Gabriel has worked for several years to minimise risks related to human rights violation, corruption and bribery. To continue this work we remain focused on the guidelines of the Code of Conduct for Gabriel and our Supplier Code of Conduct. No breaches of the Code of Conduct for Gabriel were registered in the year under review. Annual inhouse training in the Code of Conduct has been implemented.

## Business model



Parcel Loop - 100% post-consumer/post-industrial recycled polyester (contains 3% textile waste).

In addition to preventive action, the company's risks are minimised through insurance covering product liability, work-related accidents, operating loss etc.

Gabriel works continuously to secure the energy supply, including increasing our own production of renewable energy. See pages 28-34 for further information on goals, results

and environmental data or the "Special risks" section of [Gabriel's annual report](#).

Gabriel is working on implementing upcoming environment, social and governance (ESG) reporting requirements under the CSRD. More details on page 26.

## Gabriel's locations 2024



## Sustainability policy

- Gabriel endorses and works for the 17 UN Sustainable Development Goals, the UN Global Compact and the Science Based Targets initiative (SBTi).
- Gabriel develops and manufactures products and services with consideration for the safety and health of users. Throughout the production process, the company aims to minimise environmental and climate impact and to ensure animal welfare.
- Gabriel applies internationally recognised standards such as ISO 9001 and ISO 14001 for quality and environmental management respectively and bases its work on the requirements of ISO 45001 and ISO 50001 regarding working environment and energy respectively.
- Gabriel ensures a safe and good working environment throughout the supply chain and always complies with country-specific laws and its own requirements and standards in the area. These requirements comprise specific technical specifications and matters specified in Gabriel's Supplier Code of Conduct.
- Continuous employee development and skills upgrading are high priorities.
- Gabriel maintains its position as first mover in the industry by continuously implementing new initiatives to improve the sustainability performance and strengthen Gabriel's profile as a responsible company.
- Gabriel actively considers all phases of product life cycles and prioritises the environmental initiatives in those areas where it can make the biggest impact and change.
- Gabriel promotes sustainable consumption and user health and safety by using product labels. The company collaborates with recognisable, established product labelling organisations.
- Gabriel advises customers and users on significant environmental factors related to the use, recycling and disposal of its products. Employees in customer contact positions must be able to provide correct information on Gabriel's environmental objectives and policies. This information is also always available on Gabriel's website.
- Gabriel selects suppliers based on their ability to fulfil environmental requirements and standards and their willingness to enter into close partnerships to achieve environmental improvements. Gabriel expects partners along the entire supply chain to regularly introduce new, cleaner technology and environmental improvements, taking into account the technical and financial implications.
- Gabriel does not use dyes containing heavy metals or other chemicals harmful to health.
- Gabriel has an open and detailed dialogue with the authorities on sustainability and environmental requirements.
- Gabriel communicates openly about the company's climate and environmental impacts and improvements within the field, as well as social responsibility aspects, and supports managerial activities within these areas.
- Gabriel supports students by providing practical training and participates in training projects which benefit both the students and the company.
- Gabriel renews sustainability objectives annually and prepares action plans to ensure reduction of the company's environmental impacts and continuous improvements. The company's sustainability objectives must be integrated into the internal business plan and communicated to all employees. The annual sustainability report must contain an overview of the company's initiatives and results in the area and it is published with the annual report.

# Strategic focus areas

With the aim of optimising the entire sustainability effort, Gabriel has seven focuses areas. See page 28 for more information on status on goals.



## CUSTOMER COLLABORATION

- Collaboration on solutions and products
- Communication and consultancy
- Documentation on the website



## CLIMATE AND ENERGY

- Reductions
- Renewable energy
- Climate goals



## DESIGN AND CIRCULAR ECONOMY

- Documented environmental and quality performance
- Recycling and take-back systems
- Longevity



## MATERIALS

- Nature's own materials and animal welfare
- Recycled and recyclable materials
- Requirements for materials and chemical content



## RESPONSIBLE PRODUCTION

- Environmental and climate footprint
- Supplier management
- Work environment



## PEOPLE

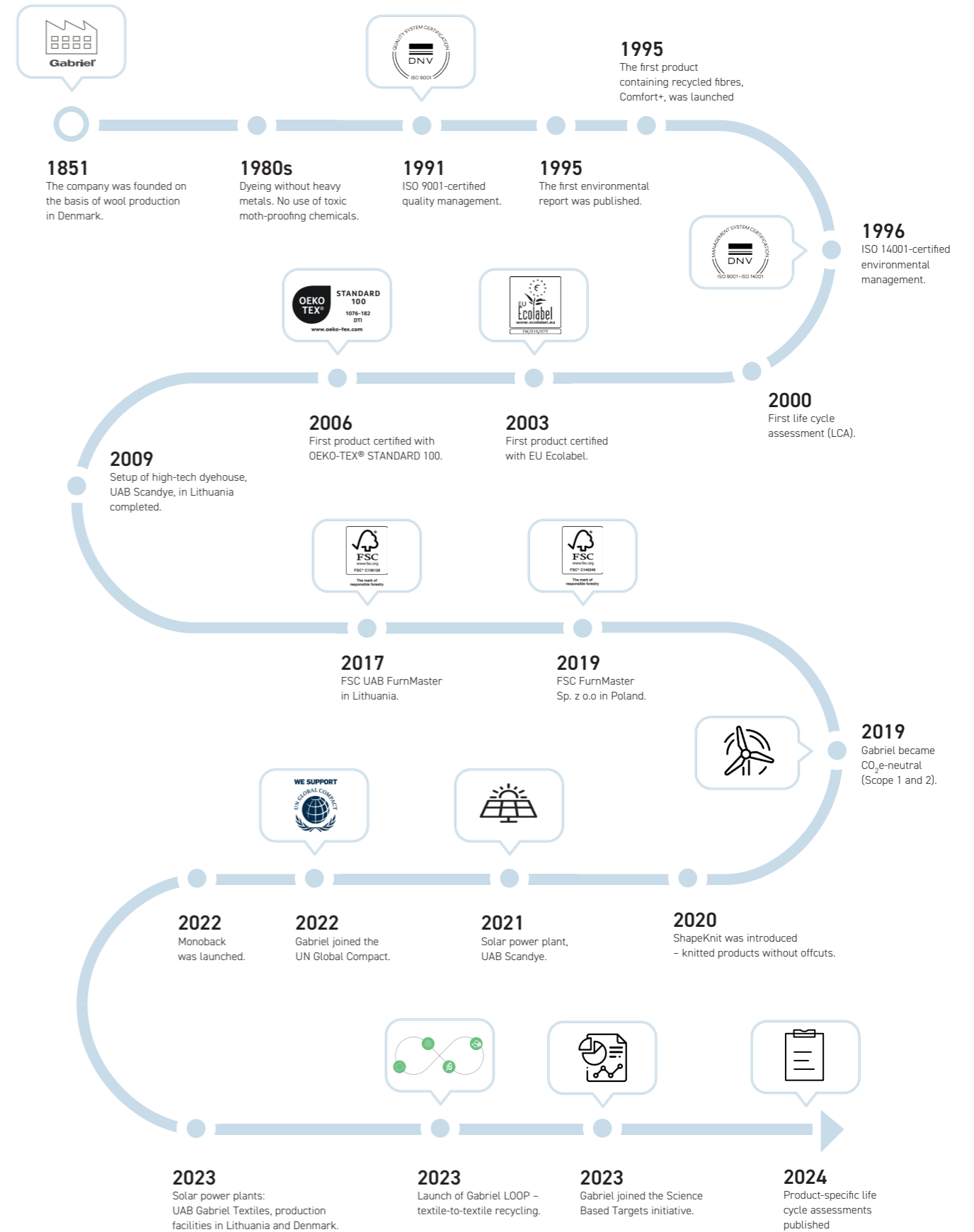
- Gabriel's values
- Diversity, equality and inclusion
- Health and wellbeing



## COMPLIANCE

- Transparency
- Compliance with legislation and market requirements
- Structure and documentation

# Milestones





Scandye, Gabriel's part-owned dyehouse.

As a global manufacturing company, Gabriel is obliged to minimise the impact on the climate. Most importantly by reducing the energy and materials consumption in the production but also by ensuring that the energy used is from renewable sources and by compensating for greenhouse gas emissions.

## Climate and energy

### Energy savings in the production

Gabriel is making a targeted effort to reduce the climate footprint by increasing production efficiency, reducing energy consumption and implementing energy-saving solutions in the production process. Gabriel works closely with suppliers and customers to jointly optimise energy use as much as possible.

### Electricity from renewable sources

The Gabriel Group only uses electricity generated by its own solar panels and purchased from renewable sources. By using electricity from natural, renewable sources only, Gabriel's impact directly caused by its electricity consumption is climate-neutral.

Solar panels are installed locally on the roof of Gabriel's head office in Aalborg, Denmark and the weaving mill Gabriel Textiles in Vilkaviškis, Lithuania and on the roof of and land near the dyehouse Scandye in Telšiai, Lithuania. In 2023/24, the Group's own solar panels directly covered 31% of the electricity consumption at the head office, 34% of the weaving mill's consumption and 21% of the dyehouse's consumption. In 2023/24, the Gabriel Group's and its part-owned dyehouse's solar panels generated a total of 1,287 MWH, an increase of 57% compared to the previous year.

The origin of the supplementary electricity purchased is verified through certificates of origin, which document that the electricity comes from renewable sources. Wind and solar energy were the primary sources in 2023/24. The next year's electricity consumption is estimated annually and certificates of origin covering the expected consumption are purchased. The electricity consumption is calculated at the end of the financial year and any imbalance between purchase and consumption addressed.

### Compensation and CO<sub>2</sub>e-neutrality

Where it is not yet possible to avoid greenhouse gas emissions by using energy from renewable sources, e.g. where emissions result from the production and consumption of heating and fossil fuels, Gabriel makes use of climate compensation.

In brief, climate compensation means that an undertaking supports projects that capture greenhouse gases at a level equal to the emissions created by the undertaking's activities. In 2023/24, Gabriel supported the Gold Standard certified project "[300 MW Wind Energy Project by Green Infra Wind Energy Limited](#)".

By using climate compensation and ensuring that Gabriel consumes energy from renewable sources, the Gabriel Group was again a CO<sub>2</sub>e-neutral company in scope 1 and 2 according to the GHG Protocol in 2023/24. Gabriel has been CO<sub>2</sub>e-neutral since the 2019/20 financial year.

### Climate goals in line with the Paris Agreement

Gabriel joined the Science Based Targets initiative (SBTi) in 2023. SBTi is a pathway for companies to set science-based emission targets in line with the climate goals of the Paris Agreement. The initiative was founded by the UN Global Compact, CDP, WRI and WWF based on the GHG Protocol. Gabriel is working to set reduction targets for 2030 in accordance with SBTi guidelines and develop a transition plan. This involves several activities including complete scope 3 mapping, technology and process development and increased use of self-generated renewable energy in our own companies and the value chain. The reduction targets will be at least 42% for 100% of scope 1 and 2 emissions and 30% for 67% of scope 3 emissions.

### Status 2023/24

Gabriel's objective is to reduce its energy consumption and impact on the climate. In 2023/24, the Group's market-based<sup>16</sup> scope 1 and 2 impact (impact related to the Group's wholly-owned companies) decreased by 3.0% despite a 3.6% increase in total energy consumption compared to 2022/23. Consumption increased mainly due to an increased activity level, particularly in the weaving mill, Gabriel Textiles, the European FurnMaster branches and the opening of SampleMaster production in North America. The decrease in the total market-based climate impact is, among others, attributable to relocation of production, optimisation of energy sources and consumption in Gabriel's offices and showrooms. It is also positive that Gabriel's own solar panels now generate a larger share of the Group's energy consumption. The Group's efforts in climate mapping and goal-setting continue, and additional measures to reduce the impact by 2030 have been initiated. This includes increased use of electricity and renewable energy for production and transport.

More details on page 33.

### Mapping of impacts

Gabriel calculates the energy consumption and associated greenhouse gas emissions in its own production and facilities (scope 1 and 2). Mapping of the climate impact of the entire value chain before and after Gabriel's own activities (scope 3) started in 2023/24. The GHG Protocol divides scope 3 mapping into 15 categories, which include the impact from purchased goods and services, transportation and distribution and the use phase. Mapping will be finalised in 2024/25 as part of Gabriel's work of setting climate goals.

See pages 32-33 for information on the Group's consumption.

## Circular economy

Since Gabriel launched Comfort+ as the first product containing recycled fibres in 1995, the collection has increased significantly to 33 designs today. In 2023/24, Gabriel launched four new polyester designs in the global standard programme, which contain recycled polyester and are 100% recyclable in Gabriel's LOOP take-back system.

Circular economy is not only about recycling. A circular economy also focuses on keeping materials and products in circulation for as long as possible.

Long lifetimes of collections and products are always the foundation for developing new fabrics. All of Gabriel's furniture fabrics in the global standard programme have 10-year guarantee and there are many examples of Gabriel fabrics that have been in use for much longer.

FurnMaster bases its services on the same foundation and works with customers to develop products that add value for the user for many years.

FurnMaster also offers to assist customers with circularity projects and refurbishments. SampleMaster focuses on creating products that are scalable and aesthetic and of a durable quality.

### Partnerships in the circular transition

Major efforts were put into the circular economy in partnership with customers, suppliers and other knowledge partners during the year. In addition to the regular collaboration on creating circular solutions for the market, during the year, Gabriel also contributed to a guide designed to help purchasers and consumers make the most circular choices of upholstered furniture.



Gabriel LOOP – an innovative solution that turns textile waste into a resource.



## Circularity in practice

Gabriel's offer of solutions based on the circular economy principles is increasing and includes:

### Gabriel LOOP

Gabriel LOOP is Gabriel's circular business model, under which Gabriel offcuts from customers' furniture production are turned into new fabrics. The business model comprises a take-back system and a range of fabric designs based on the recycled textile waste. Gabriel LOOP fabric designs contain mainly recycled materials (a mix of textile waste and post-consumer plastic bottles) and are fully recyclable. The fabrics are designed without compromising quality, functionality and aesthetics and carry the OEKO-TEX® STANDARD 100 and the EU Ecolabel.

### ShapeKnit

ShapeKnit is knitted textile solutions made in one piece for furniture upholstery. The product can be customised for each piece of furniture, often without further adaption or cutting. ShapeKnit is a 100% polyester-based material and is as standard developed in 100% recycled and recyclable polyester. ShapeKnit is offered with OEKO-TEX® STANDARD 100 and EU Ecolabel.

### Monoback

Monoback is a textile backing used to increase the volume of fabric for screens etc. without the traditional use of foam for lamination. The innovative Monoback material is made of 100% recycled polyester and recyclable if combined with a Gabriel polyester fabric. Monoback can be combined with a wide range of Gabriel's fabrics. Lamina is an example of a fabric with Monoback and carries the OEKO-TEX® STANDARD 100 and the EU Ecolabel. [Read more here](#).

### FurnMaster

FurnMaster participates in circularity projects with customers to promote recycling and life cycle extension of used furniture without compromising quality, function and aesthetics. FurnMaster is experienced in handling large re-upholstery and refurbishment projects to ensure that worn materials and components are repaired or replaced and useable materials not lost. FurnMaster also supports customers in giving used furniture components that cannot be re-used in the same function a new life by using them in the production of "new" furniture.

### SampleMaster

SampleMaster's products are designed for long lifespans and materials are carefully selected to ensure the end-products' performance in use. Standardisation of sizes and the use of modular solutions enable customers to adapt and update their decision-making tools. This ensures that their products remain relevant and useful over time as needs change.



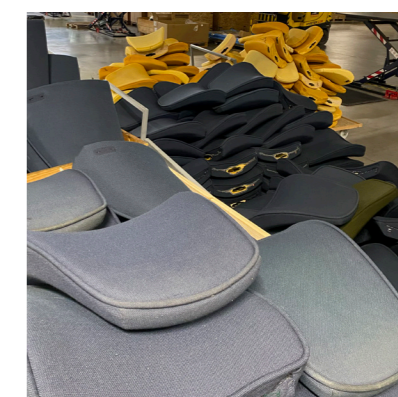
Gabriel Future Loop fabric.



ShapeKnit – cover.



Monoback – Lamina.



FurnMaster – re-upholstery.



SampleMaster – customer solution.





Parcel Loop's design is committed to circularity. The furniture fabric is made of 100% recycled polyester in a combination of textile waste from customers and post-consumer recycled polyester from plastic bottles. A unique take-back system where textile scraps are collected and re-integrated in the production process.

## Materials

Gabriel's development processes work towards ensuring that raw materials and components meet market requirements and expectations and that materials selection focuses on the intended use.

### Fabrics

Wool and polyester are the most important materials used in Gabriel's fabrics. Wool is Gabriel's preferred natural fibre as woollen fibres possess unique natural properties that other materials do not offer. Polyester is the preferred synthetic fibre. Gabriel is increasingly using recycled polyester, and as a basic ingredient in new polyester designs.

Both wool and polyester have a range of technical properties that make them very well suited for upholstery and ensure that the fabric retains its colour and expression over time despite hard wear and tear. Wool is biodegradable and polyester is easy to recycle. These materials have good stretch and upholstery properties and are suitable for a variety of designs, shapes and applications. The materials are specified to Gabriel's own environmental and quality requirements and international environmental standards. More details on pages 24-25.

### FurnMaster

FurnMaster offers a wide range of materials. The main materials used are furniture fabrics, wood, furniture foam, plastic components and metal. FurnMaster continuously expands its range of recycled or eco-labelled components. As part of the Gabriel Group, FurnMaster offers easy access to eco-labelled furniture fabrics from Gabriel. FurnMaster also offers a range of certified leather products. All FurnMaster units are [Forest Stewardship Council](#) (FSC) certified and offer

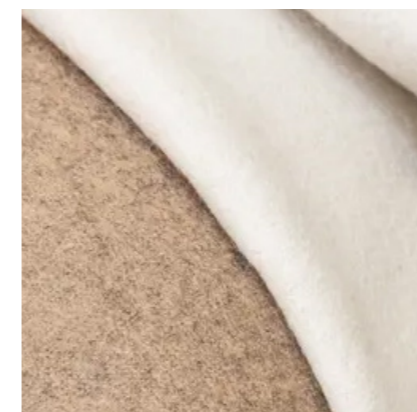
FSC MIX certified wood. FurnMaster offers a range of foam products that carry the OEKO-TEX® STANDARD 100 label and can be used in furniture carrying the EU Ecolabel. Plastic components made from recycled plastic are also offered. In addition, FurnMaster uses FSC certified cardboard and recycled plastic for packaging.

FurnMaster recommends that glue is avoided where possible to reduce the use of chemicals and ensure easy disassembly and recycling of furniture products. If glue cannot be avoided, FurnMaster offers effective water-based glues.

### SampleMaster

Many of the materials used in sample production are based on customer-specific requirements, but SampleMaster also offers its own components. Materials consumption in the development process is optimised to eliminate or reduce waste.

SampleMaster recommends the use of eco-labelled materials and focuses on eliminating harmful chemicals. Customers are therefore offered water-based paint and lacquer for metal, plastic and wood and SampleMaster only uses water-based glue. SampleMaster offers a variety of certified wooden components and generally uses certified cardboard and paper. Zero Waste saddle leather, which is excess material from other productions, is among the materials used for straps, handles etc.



Focus Melange is a woven and felted furniture fabric made of 100% worsted wool.



The TWEET couch was made by FurnMaster for HOLMRIS B8. Redesigned with the Cyber fabric.



SampleMaster designs and produces customer-specific sales and sample concepts.

## Safety for the user

Gabriel uses testing and labelling schemes to document product safety for the user. Gabriel's global standard collection is currently tested and documented under standards specified by labelling schemes which impose chemical use and emissions restrictions.



Fabric on the photo: Nobel

### Gabriel's global standard collection

- 100% OEKO-TEX® STANDARD 100
- 82% EU Ecolabel
- 75% tested under ANSI/BIFMA M7.1 (VOC test)

Tests and labelling schemes containing requirements regarding chemicals and emissions are used to document that Gabriel's products are free from harmful chemicals.

Physical contact with harmful substances can have a negative effect, but volatile organic compounds (VOC), which are a group of chemicals that, if released to the air from a product, can also influence the interior climate. These compounds are found in many products and building materials, including furniture.

OEKO-TEX® STANDARD 100: This standard tests for harmful substances based on the intended use of the fabrics and materials. The greater the skin contact, the stricter the requirements. The OEKO-TEX® STANDARD 100 certification specifies limits for chemical content and VOC emissions. All Gabriel's global standard designs are certified. For more information, see: [OEKO-TEX® – Tailor-made solutions for the textile and leather industry](#).

EU Ecolabel: This labelling scheme excludes or limits the use of a number of chemicals that can be harmful to the environment or humans. This benefits both the health of the product user and the people manufacturing it. The majority of Gabriel's global standard designs are certified. For more information, see: [EU Ecolabel](#).

ANSI/BIFMA M7.1: This test method is intended for determining VOC emissions from furniture under environmental and product usage conditions that are typically found in buildings. The standard is used, for example, in new buildings and renovations of existing buildings where the interior climate is important. The majority of Gabriel's global standard designs are tested. For more information, see: [Standards Descriptions – BIFMA](#).

See a full list of [Gabriel's certificates](#) and for each [fabric](#) here.

## Responsible production

Gabriel is working on reducing its impact on the environment in general and particularly where the effect is greatest. The company monitors consumption and emissions and continually works on solutions to minimise impacts. The production of fabrics consumes materials, energy and water while the production of furniture and sample materials primarily requires materials and energy.

### Management systems

The Gabriel Group and the wholly-owned companies have an integrated management system. Gabriel's head office and most of the production facilities are ISO 9001 and ISO 14001 certified. All FurnMaster production companies have an FSC licence. [See certificates here](#).

### Materials

Raw materials are valuable and account for a large part of the total impact on the environment and climate. Material waste must therefore be minimised and constantly monitored. This has been incorporated into the company's systems for many years and waste reduction and recycling options are implemented regularly.

Ensuring the quality of raw materials, products, and processes is an integral part of the company's production setup. As a result, waste due to quality issues is minimised. There is constant focus on producing the right quantity to prevent overproduction and waste of finished goods. Gabriel's policy is not to destroy discontinued goods from the standard collection. If Gabriel has a surplus of its own finished goods, efforts are made to sell, donate or, as a last resort, recycle them.

### Energy

Energy consumption in Gabriel's production units is monitored closely and improvement work is proceeding. The Gabriel Group is CO<sub>2</sub>e-neutral in scope 1 and 2. Since 2020, Gabriel has established and expanded its own energy supply from solar panels on the most energy-demanding facilities, which are the weaving mill and Gabriel's part-owned dyehouse. See pages 12-13 and 32-33 for more.

### Water

Fabric dyeing and finishing processes are water-intensive. Water consumption at Gabriel's part-owned dyehouse Scandye is monitored all the time and the company's use of water always aligned with the local authorities. Wastewater is treated to prevent pollution, and dyes and chemicals under labelling systems such as the EU Ecolabel are primarily used as these systems' requirements are stricter than the law mandates. Focus during the year has been on mapping microfibre release during wet textile processing at Scandye. This focus continues in the next financial year.

### Biodiversity

Mapping of the impact on biodiversity in the fabrics' life cycle is in progress, focusing first on wool production and wastewater as they are considered to be significant. Specific conditions at different geographic locations may cause varying potential impacts on biodiversity, which is taken into account. This approach encompasses biodiversity from raw materials extraction to production, use and disposal. The EU Ecolabel is life cycle-based and used intensively and increasingly. This restricts the use of pesticides, dyes etc. which are harmful to the aquatic environment. In addition, life cycle assessments will be a source of insight and improvements in the future.

### Partners

Gabriel works closely with suppliers who are able to meet the Group's demands in relation to quality and the environment and are trusted by Gabriel. The collaboration is assessed each quarter. Principal suppliers are contractually obliged by Gabriel's Supplier Code of Conduct, which deals with subjects such as human rights, animal welfare, anti-corruption and bribery. Gabriel's Supplier [Code of Conduct](#) can be found at [gabriel.dk](#).



One of Gabriel's circular knitting machines which produces Beyond Loop and other fabrics.

## Life cycle assessments

Gabriel puts an active effort into making products that are durable while also considering environmental impacts. Product certifications such as the [EU Ecolabel](#) and [OEKO-TEX® STANDARD 100](#) are used to ensure and document this, as are life cycle assessments, which provide information on the products' potential impact on the environment throughout their life cycle.

### Life cycle assessment

A life cycle assessment (LCA) assesses a product's potential environmental impact throughout its life cycle within a wide range of environmental parameters including climate, aquatic environment and health.

A product's environmental impact is calculated and assessed by charting the total amount of resources, materials, energy, water, waste and emissions used and/or produced throughout its life cycle. Characterisation factors, methods and software are used to convert these data into a potential impact on the environment.

The purpose of LCAs is to gain an insight into products' related environmental impacts and thus to evaluate new and existing products, production technologies and production chains from an environmental perspective and to make fact-based decisions with due care for the environment. With a holistic overview of environmental impacts Gabriel also ensures that some individual environmental focus areas are not improved at the expense of others.

The international ISO 14040 and ISO 14044 standards set the framework for conducting an LCA but do not dictate the choice of method. Different choices of method and the use of background data from different databases can significantly influence the LCA results. It is important, therefore, not to use and compare LCA results uncritically without taking the underlying factors into account.

### Gabriel's LCA work

Gabriel has had a life cycle-based mindset for many years and evaluates materials, technologies and production chains from a broad environmental perspective. Gabriel prepared its first LCA in 2000. LCAs can be quantified and integrated as part of future decision-making processes.

Gabriel has therefore chosen to insource the LCA work to keep expertise and resources in-house and so that LCAs can be used as an active tool.

A large part of the production chain for Gabriel's fabrics is under Gabriel's control and influence as the majority of fabrics are woven or knitted at Gabriel's weaving mill, Gabriel Textiles and washed and dyed at Scandye, Gabriel's part-owned dyehouse. Gabriel's ownership of a large part of the production chain provides direct access to consumption data from the production. This means more precise LCA results and enables Gabriel to act directly in the production, guided by the LCA results.

In addition to being an internal tool, the LCA work enables Gabriel's employees to guide customers, suppliers and partners from a documented environmental perspective.

### Environmental product declarations – a means of communication

The demand for knowledge about the environmental impacts of products has increased in recent years and the market also requests LCA results, for example given in an environmental product declaration (EPD). An EPD is a means of communicating LCA results and information on the product and the methods chosen as the basis for the LCA. Like LCAs, EPDs aim to support market-driven environmental improvements.

To accommodate this demand Gabriel published its first product-related LCA results at [gabriel.dk](#) in 2023/24. The underlying LCA report and the future EPDs are undergoing third-party verification and are expected to become available on the website in the first quarter of the 2024/25 financial year. The number of fabrics with LCAs and EPDs will increase with time. In the meantime, Gabriel supports customers and partners by providing LCA data on request.



Fabric on the photo: SoftNext

## People

Gabriel makes a special effort to provide a safe, secure, developmental and positive workplace for all employees. It is Gabriel's goal that employees can greatly influence their work situation.

Open communication, training and dialogue ensure that all employees work towards the same goals and know their areas of responsibility and development opportunities. Initiatives that support employee well-being and job satisfaction are continually implemented, including regular employee development dialogues, training and education, development programmes, employee benefits and various health and welfare initiatives.

The need for flexibility changes through life and Gabriel gives employees the opportunity to adapt their work life to life in general. Gabriel's Flexible Working Policy is designed to accommodate the varying needs of employees and define solutions that enable them to better reconcile work, family and private life while aligning them with the corporate culture.

### Diversity, equality and inclusion

Gabriel complies with human rights and legislation in all areas. Gabriel has a diversity, equality and inclusion policy that serves as a foundation for the company's approach to these essential

areas. At the core of this policy is the principle that employees and business partners should be treated fairly and with respect. There is zero tolerance for discriminatory behaviour and harassment of any kind. Gabriel's Code of Conduct is available to all employees on the company's website, within the Group's management system and through the Group's internal onboarding site. Gabriel has also established a whistleblower system where employees can report violations of the law.

Gabriel recognises that concepts such as diversity, discrimination, harassment and equality may be defined and understood differently. Gabriel's Group Employee Guide therefore defines what each term means within the context of Gabriel and in relation to the marginalisation of individuals based on factors such as gender, race, class, sexual orientation and physical ability. The definitions are intended to help create a more inclusive work environment.

Gabriel's goal is to ensure greater diversity in the composition of its workforce throughout the Group and a working environment where everyone feels they are treated fairly and included. Diversity encompasses human differences and variations in educational background and level, in gender, age, nationality, ethnicity and other important parameters. Equality means equal access to possibilities of development, promotion, pay etc. while inclusion is about creating a work environment where all employees feel safe, respected and valued as part of the community.

Links to the Code of Conduct and whistleblower policy are included in Gabriel's Group Employee Guide, on Group HR's onboarding site and on Gabriel's website. This gives all employees easy access to reporting serious cases of discrimination, unequal treatment and exclusion due to age, race, gender etc. In addition, employees can always communicate and collaborate with their closest manager.

### Seniors

Experienced employees are an important contribution to the diversity at Gabriel and active efforts are made to attract and retain seniors. During the annual development dialogues, there is an opportunity to discuss specific requests and needs for the remaining part of one's career.



Presentation of Gabriel LOOP.



Creative Director Cenk Kivrikoglu during a workshop on fabric selection.

### Work environment

Employee safety and health are top priorities in the Gabriel Group. Initiatives are implemented to ensure that both the physical and psycho-social work environment complies with national and international legislation.

When employees are on long-term sick leave or absent for an extended period for other reasons, individual considerations are always taken into consideration. This means, among other things, that the company's support for each employee is tailored to the specific situation and individual needs.

See the Group's [Code of Conduct](#) and [whistleblower scheme](#) here.

# Documentation, labels and certifications



## OEKO-TEX® STANDARD 100

OEKO-TEX® STANDARD 100 is the world's leading health label for textiles. The label certifies that a product has been tested and approved according to the OEKO-TEX® STANDARD 100 requirements. These requirements concern, for example, the content of chemicals in textiles which pose – or are suspected of posing – a health risk. The substances in question include: formaldehyde, chemical residues with an acidic or basic action, pesticides, phenols, heavy metals, special dyes and phthalates. OEKO-TEX® STANDARD 100 requirements go further than legislation currently stipulates and are divided into four classes, depending on the textile's use (for example, the level of direct skin exposure).

[Read more here](#)



## EU Ecolabel

The EU Ecolabel is the European Union's official environmental label and covers environmental issues throughout a product's life cycle stages. The labelling system focuses on energy, water and chemicals and on reducing the most significant environmental impacts of a given product. For textiles, this means focusing in particular on the quantity of pesticide residues in the raw material, the scouring of the raw wool, the use and emissions of hazardous chemicals in production and the quantity of toxic substances and heavy metals in the finished product. The EU Ecolabel also sets requirements concerning the product's quality to ensure that the product carrying the environmental label is at least of the same quality as the non-labelled alternative.

[Read more here](#)

## Life cycle assessment (LCA)

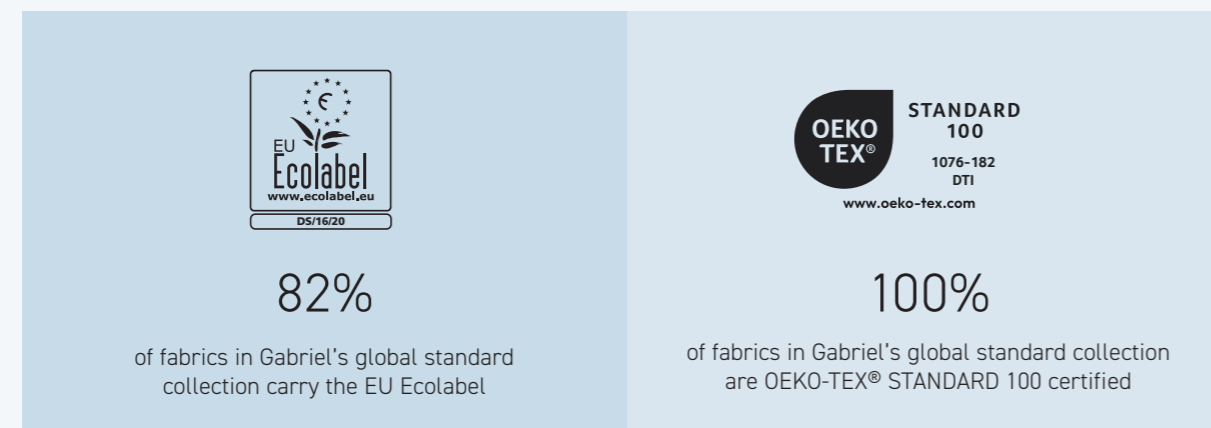
An LCA assesses a product's potential environmental impact throughout its life cycle within a wide range of environmental parameters including climate, aquatic environment and health. A product's environmental impact is calculated and assessed by charting the total amount of resources, materials, energy, water, waste and emissions used and/or produced throughout its life cycle. Characterisation factors, methods and software are used to convert these data into a potential impact on the environment. Gabriel started publishing LCA results on the website during the financial year.

[Read more here](#)

## Volatile organic compounds (VOC) under ANSI/BIFMA M7.1

This test method is intended for determining VOC emissions from furniture under the environmental and product usage conditions that are typically found in buildings. The standard is used, for example, in new buildings and renovations of existing buildings where the interior climate is important. The majority of Gabriel's global standard designs are tested. For more information, see: [Standards Descriptions](#) – BIFMA.

[Read more here](#)



## Management systems: ISO 9001, ISO 14001

ISO 9001 and ISO 14001 are standards for quality and environmental management respectively, and companies can choose to become certified to these standards. Both standards are based on the principle of making continuous improvements by implementing a fixed cycle: evaluate the current situation; set goals and formulate policies; implement the required actions; and, finally, measure the result. Based on the result, an assessment is made of whether actions and goals are adequate for making improvements and setting new goals. ISO 9001 focuses on parameters of significance for a company's quality performance, while ISO 14001 concerns matters of significance for the company's environmental performance. Audits are used as an important tool to assess whether the systems work as intended.

[Read more here](#)



## Global Compact

The UN Global Compact is the world's largest voluntary corporate sustainability initiative that sets a framework for communicating about companies' progress and commitment within the field of responsible business operation. The Global Compact was founded in 2000 by the UN Secretary General at the time, Kofi Annan, with the purpose of mobilising the world's corporations in a global movement for sustainable development. Companies joining the Global Compact commit to incorporating ten universal principles for human rights, labour, environment and anti-corruption into their strategy and operations and to contributing to the 17 UN Sustainable Development Goals.

[Read more here](#)



## FSC

FSC is a global non-profit forest certification system for wood and paper, promoting the responsible management of the world's forests and protecting them for future generations. The organisation works against deforestation, protects animals and plants and ensures that foresters receive decent wages, proper training and safety equipment. The FSC operates in more than 100 markets, and the label is respected around the world.

[Read more here](#)



## Gabriel: Ten-year guarantee

Gabriel provides a ten-year guarantee against wear-through on the majority of furniture fabrics in the price list under normal office or home use, normal maintenance and appropriate upholstery. The label was designed by Gabriel. Gabriel also provides a comprehensive spot removal guide with detailed instructions on how to clean and maintain Gabriel fabrics.

[Read more here](#)

## Möbelfakta

Möbelfakta is a complete reference and labelling system for furniture which covers technical, environmental and production requirements.

[Read more here](#)

## Other standards

Gabriel helps customers to meet various other industry requirements and standards such as LEED, BIFMA Level, Well, Healthier Hospitals Initiative, Greenguard, BREEAM, Nordic Swan Ecolabel as well as various legal requirements.

# Compliance and legislation

## The EU taxonomy regulation

The EU taxonomy has its roots in the EU climate strategy that sets goals to create a climate-neutral EU by 2050. The purpose of the taxonomy is to create a shared classification system for economic activities that are considered sustainable from a climate or environmental point of view.

It defines six environmental goals to be met for activities to be classified as sustainable:

- Climate change mitigation
- Climate change adaptation
- Protection of water and marine resources
- Contribution to the transition to a circular economy
- Pollution prevention and control
- Protection and restoration of biodiversity

Gabriel has assessed the company's activities based on the industry codes under which it operates. The conclusion based on this assessment is that the taxonomy's screening criteria cover only a small share of Gabriel's activities (below the 5% limit value set by Gabriel). These activities concern, not the Group's core business, i.e. development, design and production of fabrics, furniture and components, but Gabriel's properties. These activities are therefore assessed and reported as taxonomy-eligible, but taxonomy-alignment has not been assessed or reported.

STATED IN ACCORDANCE WITH THE EU TAXONOMY REGULATION				
	2023/24 DKKm	2023/24 %	2022/23 DKKm	2022/23 %
Taxonomy non-eligible revenue	910,5	99,6	928,9	99,7
Taxonomy-eligible revenue, not aligned	3,3	0,4	3,2	0,3
Taxonomy-eligible, not aligned CapEx	0,9	2,2	2,4	5,0
Taxonomy-eligible, not aligned OpEx	4,5	1,7	4,2	1,7

## Corporate Sustainability Reporting Directive

The 2023/24 sustainability report is a part of the management commentary and meets the statutory requirements for a statement on CSR in section 99 a of the Financial Statements Act. The Gabriel Group is preparing for reporting under the EU's Corporate Sustainability Reporting Directive (CSRD) from 2024/25. The objective of the CSRD is to strengthen the rules on the social and environmental information to be disclosed by companies.

The new rules will ensure that investors and other stakeholders have access to the information they need. This includes information on the companies' impacts on people and the environment, financial risks and opportunities stemming from climate change and other sustainability matters.

Read more on the [Corporate Sustainability Reporting Directive](#).

## The EU Strategy for Sustainable and Circular Textiles

The EU has formulated a strategy for textiles to help the European fashion and textile industry shift to a climate-neutral circular economy. The strategy states that textile products sold in the EU must be more durable, recyclable, repairable and to a large extent made from recycled fibres by 2030.

Textile products must be free from hazardous substances and manufactured under proper working and wage conditions. The strategy also defines goals for product lifetimes and focuses on combatting over-production and overconsumption. The strategy is meant as a contribution to solving the textile industry's climate challenges. At Gabriel we feel obliged to be part of developing new solutions and business models. To do so we collaborate with other players in the textile sector, universities, customers and suppliers, etc.

Read more about the [textile strategy](#).

## The UN Sustainable Development Goals and the UN global Compact

A global sustainable development depends on governments and undertakings working towards the UN Sustainable Development Goals and Gabriel naturally considers it the company's responsibility to actively contribute to achieving them. Gabriel prioritises and focuses on those development goals where the company can make the most significant positive changes.

By endorsing the ten principles of the UN Global Compact, Gabriel commits to continually contribute to achieving the Sustainable Development Goals. The UN Global Compact defines guidelines and fundamental principles for human rights, labour, environment and anti-corruption and Gabriel has committed to complying with the UN's standards and practices, which are implemented in the Code of Conduct for Gabriel and the Supplier Code of Conduct.

Read more about the [UN Sustainable Development Goals](#).




Read more about the [UN Global Compact](#).





Furniture fabric: Noma



# Status and goals for strategic focus areas

Gabriel describes below goals and status in accordance with the sustainability strategy which was decided in 2021/22 for the period up to and including 2024/25.

STRATEGIC FOCUS AREAS		
Focus area	Goal in the 2021/22 to 2024/25 strategy plan	Status 2023/24
Customer collaboration  	<ol style="list-style-type: none"> <li>Produce new products and services.</li> <li>Continuously assess environmental labelling and our customers' need for new product labels and certifications.</li> <li>Expand take-back systems that ensure correct recycling of materials and meet quality demands.</li> <li>Conduct training in sustainability.</li> <li>Make more information available on Gabriel's website when needed.</li> <li>Develop solutions relating to digital product passports.</li> </ol>	<ol style="list-style-type: none"> <li>Gabriel works closely with customers to create new, more sustainable products with due care for environmental and social aspects from raw material to disposal.</li> <li>Product properties and the company's sustainability-related activities and quality are documented in specifications, tests, certifications, labelling systems, samples and external information on the website and in the annual sustainability report.</li> <li>The Gabriel LOOP concept is expanded continually. It offers customers the opportunity to become part of a circular business model as either supplier of textile material, buyer of recycled textile material or both in partnership with Gabriel.</li> <li>Training activities for employees with direct customer contact are expanded continuously. Training in sustainability is provided in-house, particularly for employees with direct or indirect customer contact.</li> <li>Information on Gabriel's products and services is easily accessible on the new website, which has been updated with new user functions.</li> <li>New database structures and IT solutions can handle future product passports.</li> </ol>
Climate and energy  See pages 12-13  	<ol style="list-style-type: none"> <li>Remain CO<sub>2</sub>e-neutral in scope 1 and 2 according to the GHG Protocol.</li> <li>Climate targets approved by the Science Based Targets initiative.</li> <li>Put solar power plants into operation and establish additional renewable energy where possible.</li> <li>Assess and measure the climate impact of all life cycle phases of fabric designs and integrate them into the product strategy.</li> <li>Improve the energy efficiency, installations and process equipment in buildings and introduce new technologies.</li> </ol>	<ol style="list-style-type: none"> <li>Gabriel remains CO<sub>2</sub>e-neutral in scope 1 and 2 according to the GHG Protocol.</li> <li>Joined the Science Based Targets initiative in 2023. Climate targets will be set in 2024/25.</li> <li>From 2021/22, Gabriel has established solar power at its head office and the production units with the highest energy consumption, i.e. the weaving mill Gabriel Textiles and the dyehouse Scandye.</li> <li>Increased use of LCAs enables nuanced comparison of materials across a range of environmental parameters. Parameters for optimisation of materials consumption and the use of recycled materials has been integrated into the product development process and strategy.</li> <li>The Group is introducing electric cars on a continuous basis. Technology to improve heat recovery from wastewater was installed in Gabriel's part-owned dyehouse Scandye during the year. An exploratory project on the use of heat pumps for steam production is in progress.</li> </ol>
Design and circular economy  See pages 14-15  	<ol style="list-style-type: none"> <li>Retain long product lifetimes.</li> <li>Establish a take-back system.</li> <li>Implement solutions for textile-to-textile recycling.</li> <li>Increase the amount of recycled fibres in the fabric product programme.</li> <li>Increase the share of 100% natural products.</li> <li>Increase information on maintenance, repair and recycling to the end user. Develop solutions relating to the digital product passport.</li> <li>Offer repair and refurbishment of furniture and support customers with take-back solutions.</li> </ol>	<ol style="list-style-type: none"> <li>Long product lifetimes were retained and developed. A ten-year guarantee is offered on all fabrics in Gabriel's global standard collection.</li> <li>Gabriel's take-back system Gabriel LOOP was launched in 2022/23.</li> <li>Six fabric designs (five furniture fabrics and one screen fabric) containing textile-to-textile recycled fibres have been launched since Gabriel LOOP was established in 2022/23.</li> <li>The amount of recycled fibres has increased by 75% since 2021/22. See page 32.</li> <li>Gabriel offers ten designs with 100% natural fibres (100% wool) in the global standard collection.</li> <li>Information on the fabrics' quality and environmental aspects, materials, maintenance and recycling is available on Gabriel's website and new information is added regularly. The implementation of legislation regarding the digital product passport is being monitored.</li> <li>FurnMaster offers and carries out refurbishment of furniture for customers, thus supporting the customers' take-back solutions as agreed.</li> </ol>

STRATEGIC FOCUS AREAS		
Focus area	Goal in the 2021/22 to 2024/25 strategy plan	Status 2023/24
Materials  See page 17  	<ol style="list-style-type: none"> <li>Increase the share of Eco-labelled fabrics.</li> <li>Continue to develop Gabriel General Requirements.</li> <li>Map the environmental and health properties of alternative materials' through LCAs etc.</li> <li>Examine the degradability and harmfulness of dyes and auxiliaries.</li> <li>Continue to expand the range of certified and recycled components at FurnMaster and SampleMaster and support our customers' certifications and labels.</li> <li>Eliminate non-water-based glue.</li> </ol>	<ol style="list-style-type: none"> <li>The share of fabrics with EU Ecolabel in Gabriel's global standard programme has increased every year (see page 31) and the targets of 82% for the EU Ecolabel and 100% for OEKO-TEX® STANDARD 100 by 2023/24 have been achieved.</li> <li>Gabriel General Requirements are continually updated with requirements for chemicals, products and production.</li> <li>Gabriel published the first LCAs of fabric designs on the website in 2023/24. EPDs are undergoing third-party verification. Increased use of LCAs and EPDs enables nuanced comparisons of materials across a range of environmental parameters including climate, aquatic environment and health. Gabriel can thus compare the impact of current materials with the impact of alternative materials.</li> <li>The majority of Gabriel's fabrics carry the EU Ecolabel and the share is increasing. The EU Ecolabel imposes requirements regarding the degradability of auxiliaries and restricts the use of auxiliaries and dyes that are harmful to the aquatic environment and health.</li> <li>FurnMaster and SampleMaster collaborate with customers and continuously expand the range of eco-labelled components and services to support their customers' labels, e.g. the EU Ecolabel, and their certifications and climate-related calculations.</li> <li>SampleMaster and FurnMaster in Lithuania and Poland use water-based glue, which is free from organic solvents.</li> </ol>
Responsible production  See page 19  	<ol style="list-style-type: none"> <li>Retain certified quality and environmental management systems.</li> <li>Implement LCAs and EPDs for new and existing products.</li> <li>Map microfibre release in all product life phases. Optimise products and production processes to minimise fibre release.</li> <li>Set up logistics that support circular economy goals.</li> <li>Implement requirements for shipping agents in relation to CO<sub>2</sub>e reductions etc. and examine the possibilities of CO<sub>2</sub>e-neutral transportation.</li> <li>Map the possibilities of elimination or reduction of packaging and the possibilities of using alternative packaging materials and recycled plastic packaging.</li> <li>Strengthen the effort and dialogue in the supply chain regarding environmental, social and governance aspects.</li> <li>Increase recycling and minimise waste in production and products.</li> </ol>	<ol style="list-style-type: none"> <li>Certified quality and environmental management systems were retained. During the year, SampleMaster in Lithuania and Gabriel Textiles prepared for ISO 9001- and ISO 14001-certification, which is a goal for 2024/25.</li> <li>Gabriel published the first LCAs on the website in 2023/24. EPDs are undergoing third-party verification.</li> <li>Mapping and measuring microfibre release during wet textile processing at Scandye was completed. The assumption that the use of filament fibres (long continuous fibres) release less fibre than staple fibres (shorter fibres) was confirmed. Gabriel uses filament fibres in the majority of polyester fabrics.</li> <li>The Gabriel LOOP system was established and is operating. The internal returnable packaging system for transportation of semi-finished and finished goods was expanded to reduce the use of pallets and packaging for single use.</li> <li>Mapping of CO<sub>2</sub>e emissions from transportation was initiated in connection with the scope 3 mapping.</li> <li>Recycled packaging is used for selected products in the Group. The share of recycled packaging is increasing.</li> <li>We have ongoing dialogues with suppliers and customers. Dissemination of the Gabriel Code of Conduct continues.</li> <li>There is constant focus on producing the right quantity to prevent overproduction and waste of finished goods. If Gabriel has a surplus of its own finished goods, a big effort is made to sell or donate them.</li> </ol>

## Trends in numbers and targets in the Gabriel Group

STRATEGIC FOCUS AREAS		
Focus area	Goal in the 2021/22 to 2024/25 strategy plan	Status 2023/24
People See pages 22-23 	<ol style="list-style-type: none"> <li>ISO 45001-certification of Gabriel A/S. Knowledge sharing across the Group and implementation of best practice.</li> <li>No fatal accidents and steps to minimise major and minor accidents.</li> <li>Implement additional employee wellbeing initiatives and carry out job satisfaction surveys in all Gabriel units.</li> <li>Implement additional diversity initiatives, including, if possible, increasing the share of the under-represented gender by at least 10% every other year in business units where fewer than 20% are of the under-represented gender.</li> <li>Implement additional diversity recruitment initiatives.</li> <li>Provide appropriate frameworks for employees with disabilities.</li> </ol>	<ol style="list-style-type: none"> <li>Certification has not yet been achieved, but requirements from the standard are implemented regularly.</li> <li>No fatal accidents. The number of major and minor accidents increased, which calls for intensified efforts. See page 31.</li> <li>Initiatives supporting employee well-being are continually implemented. We make an effort to accommodate the employees' needs to adapt their work life, which is described in Gabriel's Flexible Working Policy.</li> <li>Gabriel has several internal diversity policies, goals and action areas that will be further implemented in the coming financial year. See also Gabriel's diversity policy at <a href="http://gabriel.dk">gabriel.dk</a>.</li> <li>Gabriel A/S's job advertisements are to a large extent gender-neutral and foster inclusion of diversity in respect of age, gender, physical ability etc. Candidates are encouraged not to include photos or specify age and gender on their CV.</li> <li>Most of Gabriel's locations have facilities that make it easier for employees with disabilities to move around the company. These include accessible restrooms, electronic doors, height-adjustable desks, lifts and the possibility of adapting their workstation etc. Flexibility tailored to the needs of the individual is also offered. Similar initiatives will be implemented in other group companies where possible.</li> </ol>
Compliance See pages 26-27 	<ol style="list-style-type: none"> <li>Maintain the effort of complying with legal and customer requirements and Gabriel's own policies. Communicate openly about our climate and environmental impact and social aspects.</li> <li>Maintain and continually improve the company's global third-party-verified management system.</li> <li>Endorse recognised principles and initiatives including the 17 UN Sustainable Development Goals, the UN Global Compact and the Science Based Targets initiative.</li> <li>Repeat compliance training annually for all administrative employees.</li> </ol>	<ol style="list-style-type: none"> <li>The effort was maintained. Gabriel has reported its environmental initiatives to the public since 1995/96. This reporting was later widened to include significant sustainability perspectives in Gabriel's annual reports. In this year and the coming year work will continue on implementing future reporting requirements under the CSRD.</li> <li>Gabriel's management systems under ISO 9001 and ISO 14001 were maintained. They are audited annually by DNV and judged to be effective. The company's internal Code of Conduct and Supplier Code of Conduct are maintained and developed continually.</li> <li>Gabriel maintains and works actively with the principles, including the 17 UN Sustainable Development Goals, the UN Global Compact and the Science Based Targets initiative.</li> <li>The most recent compliance training was completed in September/October 2023. The training will be repeated in the coming financial year.</li> </ol>

SUSTAINABILITY - RESULTS AND TARGETS					
Note	Focus area	Targets 2024/25	Results 2023/24	Results 2022/23	Results 2021/22
<b>Gabriel Group - management systems</b>					
1	ISO 9001 (number of certificates)	16	<b>14</b>	14	15
	ISO 14001 (number of certificates)	8	<b>6</b>	6	6
	ISO 45001 (number of certificates)	0	<b>0</b>	0	0
2	FSC (number of certificates)	3	<b>3</b>	3	3
<b>UAB Scandye - management systems</b>					
	ISO 9001 (number of certificates)	1	1	1	1
	ISO 14001 (number of certificates)	1	1	1	1
	ISO 45001 (number of certificates)	1	1	1	1
	SA8000 (number of certificates)	1	1	1	1
3	<b>Gabriel Group - fabric labels</b>				
	Proportion OEKO-TEX® STANDARD 100 (%)	100	<b>100</b>	100	97
	Proportion EU Ecolabel (%)	83	<b>82</b>	79	72
<b>Gabriel Group - workplace accidents</b>					
	Fatal accidents (number)		<b>0</b>	0	0
	Major accidents, more than three weeks' absence (number)		<b>9</b>	2	3
	Minor accidents, less than three weeks' absence (number)*		<b>35</b>	24	30

\*Adjusted for 2021/22



ENVIRONMENTAL DATA – PRODUCTION UNITS

Note	2023/24	2022/23	2021/22
<b>4 Consumption of raw materials – fabrics production</b>			
Consumption of raw materials (tonnes)	2,298	2,136	2,475
5 Consumption of wool and wool blends (tonnes)	626	570	668
Consumption of new polyester (tonnes)	1,089	1,129	1,431
6 Consumption of recycled polyester (tonnes)	555	387	316
7 - of which textile-to-textile recycled polyester (tonnes)	1	1	-
8 Consumption of cotton (tonnes)	16	26	-
8 Consumption of viscose (tonnes)	8	8	-
9 Consumption of other materials (tonnes)	4	15	59
<b>UAB Gabriel Textiles</b>			
10 Electricity, total (MWh), 100% renewable electricity	1,441	1,320	1,398
10 Electricity (kWh/kg), 100% renewable electricity	0.96	0.97	0.92
11 Self-produced electricity (MWh), solar panels	483	256	-
Self-produced electricity consumed by Gabriel Textiles (MWh), solar panels	483	256	-
10 Heat (MWh)	476	541	571
10 Heat (kWh/kg)	0.32	0.40	0.37
Fatal accidents (number)	0	0	0
Major accidents, more than three weeks' absence (number)	0	0	0
Minor accidents, less than three weeks' absence (number)	0	0	0
<b>UAB FurnMaster</b>			
10 Electricity, total (MWh), 100% renewable electricity	289	265	410
10 Electricity (kWh/m <sup>2</sup> ), 100% renewable electricity	17	17	26
- of which self-produced electricity (MWh), solar panels	0	0	-
10 Heat (MWh)	557	465	480
10 Heat (kWh/m <sup>2</sup> )	36	29	30
Fatal accidents (number)	0	0	0
Major accidents, more than three weeks' absence (number)	2	0	0
Minor accidents, less than three weeks' absence (number)	6	4	5
<b>FurnMaster Sp. z o.o.</b>			
10 Electricity, total (MWh), 100% renewable electricity	506	533	592
10 Electricity (kWh/m <sup>2</sup> ), 100% renewable electricity	23	24	27
- of which self-produced electricity (MWh), solar panels	0	0	0
10 Heat (MWh)	1,473	1,405	1,554
10 Heat (kWh/m <sup>2</sup> )	67	63	70
Fatal accidents (number)	0	0	0
Major accidents, more than three weeks' absence (number)	4	1	1
Minor accidents, less than three weeks' absence (number)	10	6	7
<b>12 Warehouse, Gabriel North America Inc.</b>			
10 Electricity, total (MWh), 100% renewable electricity	233	84	-
10 Electricity (kWh/m <sup>2</sup> ), 100% renewable electricity	20	29	-
- of which self-produced electricity (MWh), solar panels	0	0	-
10 Heat (MWh)	115	129	-
10 Heat (kWh/m <sup>2</sup> )	40	44	-
Fatal accidents (number)	0	0	-
Major accidents, more than three weeks' absence (number)	0	0	-
Minor accidents, less than three weeks' absence (number)	0	0	-

ENVIRONMENTAL DATA – PRODUCTION UNITS

Note	2023/24	2022/23	2021/22
<b>Screen Solutions Ltd</b>			
10 Electricity, total (MWh), 100% renewable electricity	166	188	185
10 Electricity (kWh/m <sup>2</sup> ), 100% renewable electricity	51	58	57
- of which self-produced electricity (MWh), solar panels	0	0	0
10 Heat (MWh)	142	221	224
10 Heat (kWh/m <sup>2</sup> )	44	68	69
Fatal accidents (number)	0	0	0
Major accidents, more than three weeks' absence (number)	0	0	1
Minor accidents, less than three weeks' absence (number)	5	6	7
<b>FurnMaster Mexico (Grupo RyL S.A. de C.V.)</b>			
10 Electricity, total (MWh), 100% renewable electricity	1,085	1,084	842
10 Electricity (kWh/m <sup>2</sup> ), 100% renewable electricity	72	72	60
- of which self-produced electricity (MWh), solar panels	0	0	0
10 Heat (MWh)	0	0	0
10 Heat (kWh/m <sup>2</sup> )	0	0	0
Fatal accidents (number)	0	0	0
Major accidents, more than three weeks' absence (number)	3	1	1
Minor accidents, less than three weeks' absence (number)	14	8	9
<b>UAB SampleMaster</b>			
10 Electricity, total (MWh), 100% renewable electricity	136	115	122
10 Electricity (kWh/m <sup>2</sup> ), 100% renewable electricity	26	22	24
- of which self-produced electricity (MWh), solar panels	0	0	0
10 Heat (MWh)	184	166	177
10 Heat (kWh/m <sup>2</sup> )	36	32	34
Fatal accidents (number)	0	0	0
Major accidents, more than three weeks' absence (number)	0	0	0
Minor accidents, less than three weeks' absence (number)	0	0	0
<b>UAB Scandye (joint venture)</b>			
13 Electricity, total (MWh), 100% renewable electricity	2,479	2,255	2,596
Electricity (kWh/kg), 100% renewable electricity	1.27	1.14	1.15
Self-produced electricity (MWh), solar panels	690	507	410
Self-produced electricity consumed by Scandye (MWh), solar panels	528	364	391
Water (m <sup>3</sup> )	232,929	248,147	263,299
Water (l/kg)	119	126	117
13 Heat and processes, gas (MWh)	17,029	16,380	18,959
Heat and processes, gas (kWh/kg)	8.73	8.30	8.41
Fatal accidents (number)	0	0	0
Major accidents, more than three weeks' absence (number)	2	0	0
Minor accidents, less than three weeks' absence (number)	3	1	1
<b>14 Total Gabriel Group*</b>			
Total consumption – scope 1 + scope 2 (MWh)	9,032	8,718	9,089
15 Total impact – scope 1 + scope 2, location-based (tonnes CO <sub>2</sub> e)	1,975	2,021	1,933
16 Total impact – scope 1 + scope 2, market-based (tonnes CO <sub>2</sub> e)	897	924	898
10 Total impact – scope 1 + scope 2 (adjusted for purchased certificates of origin and CO <sub>2</sub> e-compensation)	0	0	0

Reporting period: 01.10.2023 – 30.09.2024

\*Adjusted for 2021/22 and 2022/23

# Notes

## Note

- 1 The decrease in the number of certificates in 2022/23 is due to a merger of two departments.
- 2 Adjusted in 2021/22 to include FurnMaster Mexico (Grupo RyL S.A. de C.V.).
- 3 Applies to standard designs. Customer-specific designs and embossed and laminated goods are not included in the statement but can be delivered with eco-label as agreed. Lamina, which is only delivered with lamination, is included in 2023/24.
- 4 Raw materials consumption comprises the most significant consumption in the business area fabrics. Adjusted in 2021/22 and 2022/23 in relation to the materials consumed for ShapeKnit.
- 5 Some wool blends contain a small amount of polyamide.
- 6 Post-consumer recycled polyester and textile-to-textile recycled polyester.
- 7 Introduced in 2022/23 in connection with the Gabriel LOOP concept.
- 8 The material was reported under the "other materials" category before 2022/23.
- 9 Other materials are primarily polyurethane and polyamide.
- 10 Gabriel sources 100% renewable electricity documented by guarantees of origin and supports projects that compensate for the CO<sub>2</sub>e produced by the consumption of gas, heat, fuel etc.
- 11 The produced amount is converted to own consumption in accordance with the electricity supply agreement.
- 12 The increase in consumption is attributable to the establishment of a warehouse in Gabriel North America Inc. in 2021/22 and expansion of SampleMaster production in 2023/24.
- 13 The increase in consumption is primarily attributable to capacity fluctuations, maintenance of machinery and low outside temperature early in the calendar year. The consumption stabilised towards the end of the financial year.
- 14 Comprises all wholly-owned Gabriel companies, and thus does not include UAB Scandye (49.3% ownership).
- 15 Location-based impact is based on the actual greenhouse gas intensity when using the local electricity grid.
- 16 Market-based impact is based on the greenhouse gas intensity of the market from which Gabriel purchases electricity. Gabriel buys guarantees of origin for renewable electricity for 100% of the electricity consumed, which means that the scope 2 market-based impact is 0.



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